

PHILIP W. SMITH, Statistician, the Fuller Brush Company.

M. B. FOLSOM, Assistant to Chairman, Eastman Kodak Company

W. H. UPSON, JR., Secretary-Treasurer, The Upson Company.

L. J. STEWART, Comptroller, the Western Clock Company.

Friday, April 27

Technique of Costing Marketing Activities, by **J. P. JORDAN**, Partner, Stevenson, Harrison & Jordan.

Trends in the Functions and Composition of Boards of Directors, by Prof. E. H. SCHELL, Harvard Graduate School of Business Administration.

Classifying Functions in Management Organization Structure, by H. A. FOUNTAIN, Treasurer, The Ohio Public Service Company.

On Friday, at noon there will be a luncheon at which the speaker will be **DR. H. W. MOORHOUSE**, President, The Brookmire Economic Service, Inc. His subject will be, **Unemployment: How Much? Why? How Long? What Is Normal?**

Forecasting Group

The Forecasting Group of the Association will meet at luncheon at 12:15 P. M., Thursday, April 26, in a private dining room at the Hotel Pennsylvania during the Financial Executives' Conference in New York. It will be appreciated if those who can be present will so inform the Managing Director.

Production Executives' Conference

The 1928 Production Executives' Conference of the Association will be held at the Hotel Statler, Buffalo, New York, June 6, 7 and 8. The program will be as follows:

Wednesday, June 6

Principles Underlying Group Bonuses, by **WALTER N. POLAKOV**, Consulting Management Engineer.

Group Bonuses in the National Cash Register Company, by **R. F. WHISLER**, Head of Rate and Time Study Department.

Group Bonuses in The Eberhard Manufacturing Company, by **BROOKS SHEPARD**, Secretary.

Discussion led by Walter N. Polakov.

Luncheon

Unemployment, by **ERNEST G. DRAPER**, Treasurer, The Hills Brothers Company.

Afternoon Session

Waste Elimination Bonuses, by FRANCIS T. MACK, Production Manager, Mohawk Carpet Mills.

Attendance Bonuses, by J. B. LECLERE, Production Manager, F. J. Kress Box Company.

Quality Bonuses, by speaker to be announced.

Thursday, June 7

Bonuses for Supervisors and Indirect Labor,
Bonuses for Supervisors and Staff Executives

Training the Foreman to Train, by A. B. GATES, Assistant Manager of Industrial Relations, Commonwealth Edison Company.

Foreman Training Methods—An Appraisal, by DR. J. A. RANDALL, President, Rochester Mechanics Institute.

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Dinner at Hotel Clifton, Niagara Falls, Ont.

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Friday, June 8

Training Manual Workers—A Review and Appraisal of Methods for Workers of Different Classes and in Different Stages of Training, by RUSSELL N. KEPPEL, Personnel Manager, Bayonne Refinery, Standard Oil Company, of N. J.

Compensating Beginning Workers, by GEORGE F. KENT, Manager of Industrial Relations, Bucyrus Company.

Training for Improved Motions, by E. E. BRINKMAN, Industrial Engineer, Holeproof Hosiery Company.

Getting Apprentices to Complete Their Apprenticeship, by E. W. KEMPTON, Educational Director, American Steel & Wire Company.

Employees' Training Group

The second meeting of the Employees' Training Group of the Association will be held on Friday evening, June 8 and Saturday morning, June 9, at the Hotel Statler. The Friday evening session will begin at dinner and run through the evening. C. S. Coler, Manager of the Educational Department, Westinghouse Electric & Manufacturing Company, is Chairman of the Group. The discussion at both sessions will be of round table character with no formal speeches and with opportunity for raising and answering of questions.

New Members

The following members joined the Association since March 20, 1928:

Company

Abitibi Fibre Company, Limited.
General Motors Near East S/A.
Indianapolis Abattoir Corporation.
W. A. Jones Foundry & Machine Company.
P. T. Legare Company, Limited.
J. Lyons & Co., Limited.
W. W. Mooney & Sons.
National Oil Products Company.
Raadgevend Bureau Voor Organisatie.
The Spirella Company of Canada, Limited.

Individual

Thirty-nine individual members joined the Association since March 20, 1928.

Attending Conventions

So many instances of the value of attending conventions have come to the attention of the Managing Director that it may not be amiss to point out some of them.

At our recent Marketing Executives' Conference the Comptroller of one company conferred with the Sales Manager of another company in an entirely different line and talked over a problem that was very similar in nearly all of its elements to the mutual advantage of both, particularly to the advantage of the company with which the Comptroller was connected.

The individual meetings and discussions between sessions are frequently most valuable as regards helping to solve the company's immediate problem.

The executive of one large corporation answers the question of the difficulty of being away from the organization by pointing out that it is when one is away from the organization that one discovers able men whose abilities have previously not become conspicuous and also discovers those men of responsibility who may not be able to hit the ball on their own initiative.

There are so many instances of not only pleasant but also valuable business acquaintanceships growing up between executives and between companies, acquaintanceships which have grown out of attendance at conventions, that it is perfectly safe to say that those companies which are not taking advantage of the conferences are missing one of the most valuable features of the Association's activities.

Reprints Available to Members

The New Leadership in Business. An address by EDWARD A. FILENE, delivered before the Brooklyn Chamber of Commerce, January 10, 1928.

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**How Management Ties in With Financing, by
GEORGE M. VERITY, President, American Rolling
Mill Company.**

The Personal Service Division of The American Rolling Mill Co., a booklet setting forth the organization and services of the personal service departments of The American Rolling Mill Co., under the following headings: The Employment Department, The Medical Department, The Training Department, The Safety Department, The Mutual Interest Department and The Personal Records Department.

Literature Available

Marketing Executives' Series

<input type="checkbox"/> Organizing the Marketing Function.....	.75
By DR. MELVIN T. COPELAND, Director, Bureau of Business Research, Harvard University.	
<input type="checkbox"/> The Place of Sales Research in the Marketing Organization75
By C. F. HANSEN, Chief of Research, W. T. Grant Company.	
<input type="checkbox"/> A Constructive Legal Platform in Marketing..	.75
By RUSH C. BUTLER, Butler, Lamb, Foster & Pope.	
<input type="checkbox"/> Rating Scales for Improving the Efficiency of Salesmen75
By H. G. KENAGY, Director of Training, Armour and Company.	
<input type="checkbox"/> Sales Quotas Based on Market Analysis.....	.75
By EVERETT R. SMITH, The Fuller Brush Company.	

Production Executives' Series

<input type="checkbox"/> General Theory of Incentives and Its Application to Power House Employees75
By WALTER N. POLAKOV, Walter N. Polakov & Company, Inc.	
<input type="checkbox"/> Organizing for Production in the Cotton Manu- facturing Industry75
By KENNETH MOLLER, Vice-President, The Hunter Manufacturing and Commission Company.	
<input type="checkbox"/> Organizing for Production in the Acheson Gra- phite Company75
By A. M. WILLIAMSON, General Superintendent.	
<input type="checkbox"/> Forecasting the Manufacturing Program.....	.75
By LEONARD TYLER, Vice-President, Acme Wire Company.	
<input type="checkbox"/> Graphic Control in Labor Budgeting.....	.75
By EUGENE J. BENGE, Manager of Industrial Rela- tions, The Atlantic Refining Company.	
<input type="checkbox"/> The Foreman's Place in a Training Program...	.75
By FRANK CUSHMAN, Chief, Industrial Education Service, Federal Board for Vocational Education.	

Financial Executives' Series

<input type="checkbox"/> Financial Management of Dutchess Manufacturing Company75
By F. L. SWEETSER, General Manager and Treasurer.	
<input type="checkbox"/> Financial Management of Dennison Manufacturing Co.75
By H. B. HAYDEN, Treasurer.	
<input type="checkbox"/> Financial Management of Waitt and Bond, Inc..	.75
By C. H. KNAPP, Secretary and Assistant Treasurer.	
<input type="checkbox"/> Reorganizing Executive and Financial Management Functions75
By J. O. MCKINSEY, Head, Department of Accounting, University of Chicago.	
<input type="checkbox"/> Budgeting in a Financial Institution.....	.75
By E. ALFRED DAVIES, Budget Supervisor, Liberty Mutual Insurance Company.	
<input type="checkbox"/> Financing Pension Plans50
By JOSEPH H. WOODWARD, Consulting Actuary, Woodward, Fondiller and Ryan.	

These reports are available to non-members at the above prices. *Orders for less than \$1.00 net must be accompanied by cash.*

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AMERICAN MANAGEMENT ASSOCIATION

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